No. R. 16531—*L. R.* 739-05-3, *dated 30th June* 1906.

Under Section 6 of the Land Acquisition Regulation, No. VII of 1894, it is hereby declared that the land described hereunder is required for a public purpose, *viz.*, for the construction of a travellers' bungalow at Arehalli, and under Sections 7 and 3 (*c*) of the said Regulation, the Assistant Commissioner in charge of the Saklespur group of taluks is authorized to take order for the acquisition of the said land :—

District—Hassan.
Taluk—Belur.
Hobli—Arehalli.
Village—Arehalli.
Name of khatedar—Rachasetty.
Survey No.—48.
Dry, wet or garden—Dry.
Total extent—7 acres and 35 guntas.
Assessment—Rs. 2-8-0.
Extent now required—17 guntas.
Boundaries—
East—Part of Survey No. 48.
West—Gomal Survey No. 41.
North—Part of Survey No. 48.
South—Part of Survey No. 48.

No. 8965— Fl., dated 4th July 1906.

The following order of Governnent is published for general information :—

READ THE FOLLOWING PAPERS:—

(1) Note by the Dewan, Mr. V. P. Madhava Rao, C.I.E., dated the 30th April 1906.

The subject of the position and prospects of Civilian Assistant Commissioners, and of others in parallel grades, has attracted His Highness the Maharaja's attention on more than one occasion during the past three years. Information collected during this period has indicated that there has been considerable fluctuation in the number of Assistant and Extra Assistant Commissioners from time to time, that the interchange of officers between the different Departments has not been made on any definite principle, that no clear rules of selection exist or have been regularly followed, and that no limits have been fixed to the number of appointments of Extra Assistant Commissioners.

It has further become apparent that the system of recruitment for the several services is not based on sufficiently rigid and definite principles, and that the position, and prospects of the officers recruited by competition require reconsideration in the light of experience gained since 1891. Under these circumstances, His Highness has expressed the desire that the whole question, involving as it does the cadres of the several services, the number of appointments required, and their grading, so as to allow of a reasonable flow of promotion, and, finally, the system of recruitment, should be exhaustively considered, and that definite proposals should be submitted for his consideration.

2. The starting point for the whole question is the passing of Government Order Camp No. 407-22, dated the 1st November 1891, which constituted the Mysore Civil Service, and which is rightly regarded by the Civilian Officers of this service as their charter. It is unnecessary to describe in detail the circumstances which necessitated the constitution of such a service, as the facts are fully set forth in the papers printed with the said Government Order. Its opening sentence summarised the situation in these words :—

"Difficulties having been experienced in suitably filling the higher appointments of the Executive and Judicial services in Mysore, entirely by selection from the lower ranks as these are at present constituted, and it being necessary to secure and train properly qualified recruits, and improve the status of the higher grades of the service, His Highness the Maharaja has resolved to constitute a special higher service to be called the Mysore Civil Service, etc., etc."

The same difficulties are found to exist even now, owing mainly to the failure to give due effect to the Civil Service scheme.

3. Under the scheme of 1891, all admissions into the Mysore Civil Service were to be only in one of two ways, *viz.*,

1stly, by success at a competitive examination, to be held *once every one or two years* as might be required ;

2ndly, by special selection by His Highness the Maharaja either from distinguished members of the lower ranks of the public service or on family or other considerations, the number of such not exceeding the number admitted by competition.

Assistant and Probationary Assistant Commissioners already in service were placed on a Schedule A, and those newly entertained on a Schedule B. Subsequently, in 1894, a separate

grade of Extra Assistant Commissioners on salaries on a lower scale was created in order to meet the case of officers who, though not qualified to be admitted or retained in either of the Schedules, had rendered in the subordinate grades long and meritorious service deserving of recognition.

4. The first examination under the scheme was held in July 1892, and the second in July 1894; and in each of these years two young men from the top of the list of successful candidates were appointed as Probationary Assistant Commissioners of Schedule B, and two others were taken on by special selection.

5. In 1896, there was much discussion in the Regency Council as to the necessity for a modification of the arrangements already laid down. Finally Her Highness the Maharani-Regent ruled that, out of six appointments to be made at the next examination, two should go to the first two candidates at the top of the list, two to qualified Mysore candidates, if any, according to order of marks, and the rest to individuals specially selected by Her Highness. The next (or third) examination was accordingly held in September 1897; and the last (after an interval of four years) in September 1901. Since then the necessity for holding the examination periodically, as contemplated by the scheme sanctioned by the late Maharaja, does not appear to have been realized, and the requirements of the service were met, from time to time, by additions to the list of Extra Assistant Commissioners, the principles of recruitment to which grade also underwent a corresponding change. In place of being an exceptional means of rewarding good work in the subordinate grades, the Extra Assistant Commissioners' grade has become a regular branch of the service, and latterly recruits have even begun to be appointed to this grade on probation, in forgetfulness of the original object with which it was constituted.

6. To illustrate the change that has taken place in the composition of the service, I may point out that the entire cadre of Assistants, which comprised at the end of the year 1893—

23 Assistant Commissioners of Schedule A,
2 Do of Schedule B by competition,
2 Do of Schedule B by nomination,
4 Extra Assistant Commissioners, besides
11 Police Superintendents and Assistant Superintendents, and
3 Survey Assistants,

was composed, at the beginning of the current year 1906, of—

5 Senior Assistant, and
7 Assistant Commissioners } of Schedule A,
9 Assistant Commissioners of Schedule B by competition,
6 Assistant Commissioners of Schedule B by nomination,
14 permanent,
12 acting and } Extra Assistant Commissioners, of whom 8 are working in the Excise Department, 2 in the Survey Department and 2 in the Police Department,
4 Probationary

in addition to—

1 Special Assistant and
1 Assistant and } Superintendents of Survey,
2 Sub-Assistant
8 Superintendents and Assistant Superintendents, and
3 Probationary Assistant Superintendents } of Police,
3 Secretariat officers outside the list of Assistant Commissioners, two being Assistant Secretaries and one a Registrar.

7. The names and distribution of the officers in the cadre of Assistant Commissioners on the 1st January 1906, are given below :—

Schedule A.

Senior Assistant Commissioners (5)—

Mr. N. Venkata Rao	...	... Magistrate, Mysore City.
„ M. Chengiah Chetty	...	... Acting Deputy Commissioner, Kadur.
„ Syed Amir Hasan	...	... Saklespur.
„ S. Vaidyanatha Iyer	...	... Nanjangud.
„ B. Ramaswamiengar	...	... General and Revenue Secretariat.

Assistant Commissioners (7)—

Mr. C. Srikanteswara Iyer	...	... Davangere.
„ C. Rama Rao	...	... Chikballapur.
„ B. J. Kumaraswami Naik		... Chitaldrug.
„ R. B. Plumer	...	... Kolar Gold Fields.
„ K. Srinivasa Rao	...	... French Rocks.
„ K. Krishna Iyer	...	... On furlough.
„ P. F. Bowring	...	... Do

Schedule B.

Admitted by competition (9)—

[Mr. K. S. Chandrasekhara Aiyar	..	Deputy Secretary. Entered in 1892. Has risen out of Assistant Commissioners' grade.]
„ K. R. Srinivasiengar ..	...	Bangalore.
„ V. R. Tyagaraja Iyer ...	....	Kolar.
„ K. Chandy ...	...	Shimoga.
„ C. S. Balasundram Iyer ...	...	Magistrate, Bangalore City.
„ K. Mathan ...	...	Shimoga.
„ G. Aravamudaiengar ...	...	Revenue Commissioner's Office.
„ B. Ramaswamaiya ...	...	Hassan.
„ P. G. D'Souza ...	...	Assistant Secretary, General and Revenue Department.
„ B. Venkoba Rao ...	...	Bangalore.

Admitted by nomination (6)—

[Mr. M. Shama Rao ...	...	Temporarily removed from the list of Assistant Commissioners on appointment as Registrar of Co-operative Societies.]
„ A. Subramanya Iyer ...	...	Mysore District.
„ C. Venkata Rao ...	...	Municipal Vice-President, Mysore.
„ D. K. Darasha ...	...	Survey Department.
„ C. Devaraj Urs ...	...	Mysore.
„ T. Chokkanna ...	...	On special duty.
„ Narasinga Rao Purnaiya	...	Kolar.

Extra Assistant Commissioners—

Permanent (14).

Mr. G. Dunning ...	...	Excise Department.
„ M. A. Narain Iyengar ...	...	Hassan.
„ C. Krishna Rao ...	...	Mysore. Treasury charge.
„ A. Ananda Rao ...	...	Forest Settlement Officer.
„ Purna Srinivasa Rao ...	...	Tumkur.
„ C. Sheshadri Iyengar ...	...	Kolar. Treasury charge.
„ C. Rajagopalachari ...	...	Survey Department.
„ B. Ramakrishna Rao ...	...	Palace Officer.
„ Badami Krishna Rao ...	...	Sagar.
„ M. Srinivasa Murti ...	...	Private Secretary to Dewan.
„ C. Narain Rao ...	...	Tumkur.
„ T. Royalu Chetty ...	...	Tumkur. Treasury charge.
„ N. Gopaliengar ...	...	Excise Commissioner's Office.
„ K. Srikantaiya ...	...	Excise Department.

Acting (12).

Mr. B. Shamanna ...	...	Excise Department.
„ B. Ramaswamaiya ...	...	Police Department.
„ K. G. Shamanna ...	...	Survey Department.
„ Vedantadesigam Iyengar	...	Police Department.
„ R. T. Mahadeva Rao ...	...	Excise Department.
„ T. K. Sundararajiengar ...	...	Bangalore.
„ K. Mylari Rao ...	..	Kadur.
„ Ananda Rao Sirsi ...	...	Closepet.
„ G. R. Srinivasiengar ...	...	Excise Department.
„ H. Sitaramaiya ...	...	Do
„ V. Krishna Rao ...	...	Chikmagalur. Treasury charge.
„ M. Ranga Rao ...	...	Excise Department.

Probationary (4).

Mr. Hassan Ali ...	...	On leave.
„ B. Bhima Rao ...	...	Chitaldrug. Treasury charge.
„ T. Thumboo Chetty ...	...	Bangalore. Do
„ Syed Taj Peeran ...	...	Excise Department.

Survey Department (4)—

Mr. K. Ramaswami Iyengar...	..	Special Assistant Superintendent.
„ J. L. Mackay	...	.. Assistant Superintendent.
„ Yello Srinivas	...	... Sub-Assistant Superintendent.
„ D. Srinivasa Rao	...	.. Do

Police Department—

Superintendents and Assistant Superintendents (8).

Mr. L. Krishna Rao	...	.. Tumkur.
„ Nagar Subba Rao	...	.. Head-quarter Office.
„ Mahomed Jaffar	...	... Mysore.
„ Zahiruddin Meccai	...	... Shimoga.
„ Y. V. Krishnamurti	...	Bangalore.
„ Gulam Mohadin Khan	...	.. Hassan.
„ Nadig Subba Rao	...	... Chitaldrug.
„ T. F. Wilkinson	...	... French Rocks, Acting.

Probationary Assistant Superintendents (3).

Mr. A. C. Basavaraj Urs	...	... Gold Fields (under training).
„ Tippu Sultan Ali Khan	..	.. Do
„ Mirza Mahomed Ismail	...	... Bangalore.

Secretariat Officers outside the list of Assistant Commissioners (3).

Mr. H. Ramaiya	...	... Assistant Secretary.
„ M. N. Krishna Rao	..	... Assistant Secretary. (During his employment as Registrar, Mr. Satyaraja Chetty has been acting for him.)
„ D. M. Narasinga Rao	..	... Registrar, General and Revenue Secretariat.

* * * * * * *

8. The haphazard methods of recruitment pursued of late years have not proved satisfactory, and it is high time that we decided finally to lay down, in terms unmistakeable and not liable to be ignored or overlooked in future, a well-considered scheme of recruitment for the Civil Service. I may say at once that no great departure from the distinctive features of the scheme as sanctioned in 1891 is, in my opinion, either necessary or advisable. A few modifications in details are alone required, together with provision for incorporating the Extra Assistant Commissioners' grade as an integral part of the scheme.

9. Thus, I would hold the Civil Service Examination regularly once every two years. The necessity for any "modification of the existing optional and obligatory examination subjects," such as that contemplated in Her Highness the Maharani-Regent's orders of 26th December 1896, may be considered later on, after the outlines of the present scheme shall have been duly settled.

Two persons from the top of the list of successful candidates will be selected at each examination, and admitted on probation to the grade of Assistant Commissioners proper, which will be closed to all others. During the year of probation (which as now may be extended to two or three years in the case of those who do not get through earlier), the prescribed examinations in Civil, Criminal and Revenue Law, Kanarese and Equitation will have to be completed by every officer on probation. After confirmation as an Assistant Commissioner on Rs. 250, such officer may rise by biennial increments of Rs. 50 to Rs. 450. After at least two years on Rs. 450, he will be eligible for promotion, if possessed of sufficient merit and if vacancies exist, to the grade of Senior Assistant Commissioner rising by annual increments of Rs. 50 to a maximum of Rs. 600. The total number of appointments in this grade may, in consideration of the larger number of officers among whom it will have to be shared, be fixed at eight (as against 5 at present). This arrangement, under which promotion to the first class will not be possible before 9 years (as against 6 at present), or to the maximum of the Senior Assistant Commissioners' grade before 13 at the earliest, will attain the object of making the earning of increments somewhat slower for men recruited in future, thereby obviating the difficulty arising from too rapid promotion in early years followed by subsequent stagnation.

1 year on	Rs. 200	
2 „ „	„ 250	
2 „ „	„ 300	
2 „ „	„ 350	
2 „ „	„ 400	
2 „ „	„ 450	
1 „ „	„ 500	
1 „ „	„ 550	

10. The grade of *Extra* Assistant Commissioners may be recruited once in two years, after the results of the Civil Service Examination are known, by the admission of two or more persons—according to vacancies,—who may be specially selected by His Highness the Maharaja either from officers of proved merit in the lower ranks of the public service (such as Mun-

siffs, Amildars, Police Inspectors, Excise Supervisors, etc.,) who are found qualified for holding higher appointments, or upon family or other considerations of fitness.

These recruits may, in the first instance, be admitted on probation to the grade of Extra Assistant Commissioners, and made eligible for confirmation at the end of a year (or, including one or two years of grace, as the case may be, three years in all) and after passing the prescribed tests. But officers already in the service may be confirmed as soon as they fully qualify themselves, irrespective of their putting in the full period of probation. Extra Assistant Commissioners will rise from Rs. 250 to Rs. 450 by triennial increments of Rs. 50 each as at present, and thence, subject to the same conditions as in the case of Civilians, by annual increments of Rs. 50 to a maximum of Rs. 600, this maximum being reached in the ordinary course in 18 years.

1 year on Rs. 200
3 ,, ,, ,, 250
3 ,, ,, ,, 300
3 ,, ,, ,, 350
3 ,, ,, ,, 400
3 ,, ,, ,, 450
1 ,, ,, ,, 500
1 ,, ,, ,, 550

11. So much for the method of recruitment. For appointments of Divisional and Treasury Officers in the Revenue Department, Subordinate Judges, Police Superintendents, Excise Assistants, Survey Assistants, Assistant Comptrollers and others of the same nature, I would choose men qualified by aptitude and training from the grades recruited by competition and by nomination without distinction, attaching, if necessary, to particular appointments which require it (such as those of Assistant Secretaries to Government), a special or local allowance. In order to make them qualified for higher Judicial appointments, I would give the Civilians Judicial training as Munsiffs or Sub-Judges for a couple of years, in addition to the Survey and Accounts training insisted on at present. Our service is comparatively a small one, in which it is difficult and inexpedient to keep the different Departments of the State completely separate. The proposals made by me have the advantage of giving us a larger field of choice for good men, besides removing stagnation in the service and equalising the chances of promotion in all the Departments grouped together.

12. In para 10, I have explained that the grade of Extra Assistant Commissioners would be recruited chiefly from officers of approved service in the subordinate grades, among whom I specially mentioned Munsiffs. And in para 14 it is pointed out that the bulk of the appointments on the general list would necessarily go to the men so selected. There is, I may say, no greater likelihood of the claims of qualified men in the ranks of Munsiffs being overlooked under the new arrangement than there is under the existing one. Even now, a Subordinate Judge may be chosen either from Assistant Commissioners of Schedules A and B or from outside those schedules. The only difference between the existing and the proposed arrangement is that, under the former, the Sub-Judges' grade is a distinct one unconnected with the grade of Assistant or Extra Assistant Commissioners, and with a cadre and scale of pay of its own; whereas, under the latter, the appointment of Sub-Judge will be included in the Assistants' cadre The field of choice will remain as unrestricted as at present, and a Munsiff, who is qualified to be a Sub-Judge, has merely to be drafted into the Extra Assistant Commissioners' grade and posted to do duty as a Sub-Judge, his pay from time to time being regulated by the rule of increments applicable to Extra Assistant Commissioners. His initial pay may be fixed at Rs. 50 more than what he was drawing as Munsiff; and will ordinarily not be less than Rs. 400, the pay of the first class of Munsiffs being Rs. 350.

13. It remains now to specify the probable requirements of each of the Departments concerned. I think the following may be taken as a fairly accurate estimate :—

Department.	*Number of officers.*
General and Revenue Secretariat ...	3 Assistant Secretaries for charge of Branches, besides a Deputy Secretary.
	1 Assistant Secretary for duty with the Dewan.
	1 Private Secretary to the Dewan.
Revenue Department ...	20 Assistant Commissioners for charge of 20 Divisions. (*Remarks.*—This number is capable of reduction; but I will not complicate the present question by making any proposals at this stage.)
	8 Treasury Assistant Commissioners.
	1 Huzur Treasury Officer.*
	2 Assistant Commissioner Magistrates for Mysore and Bangalore Cities.

*Now of the status of Deputy Commissioner.

C

Department.		*Number of officers.*
Revenue Department.—*concld.*		1 Assistant to the Revenue Commissioner, Revenue Branch.
		1 Assistant to the Statistical and Agricultural Branch.
Excise Department	...	8 Assistant Commissioners, one for each District. (*Remarks.*—This number may, I think, be considerably reduced, an Assistant Commissioner being only given for each of the larger Districts of Bangalore, Mysore, Shimoga and Kolar, the other four Districts being each given an Excise Supervisor of the status of Amildar.)
		1 Head-quarter Assistant.
Survey and Settlement Department	...	5 Assistant Superintendents, besides 1 Deputy Superintendent and two Sub-Assistant Superintendents (as at present). (*Remarks.*—After the present revision settlement operations are over, some reduction in the number of officers in this Department may be possible.)
Police Department	...	9 Superintendents, one for each District and one for French Rocks.
		1 Head-quarter Assistant.
Judicial Department	...	5 Subordinate Judges.
		1 Registrar of the Chief Court.
Account Department	...	4 Assistant Comptrollers (against one Chief Assistant and 3 Assistant Comptrollers at present).
Total	..	72 (as against 86 officers on the list at present which, however, includes officers on leave, other duty, etc.)

To provide for casualties, absences on leave and any unusual or special duties of a temporary character, and to meet the case of Probationers who may be undergoing training for work, five more places may be allowed, making 77 in all. Where an officer is deputed for special work which may keep him engaged indefinitely, or for a long time, he may be shown as seconded in the list of Assistant or Extra Assistant Commissioners, and his place filled up substantively *pro tem*, so as to maintain the same aggregate number of appointments. I would mention the following as instances of appointments which need not be brought on the cadre of Assistant and Extra Assistant Commissioners, *viz.*, the Vice-President of a Municipality, the Forest Settlement Officer, the Officer in charge of Palace Establishments, the Special Magistrate of the Kolar Gold Fields, the Registrar of the General Secretariat, etc.; some of these appointments (*e. g.*, Forest Settlement Officer) are of a temporary nature, and others (*e. g.* Special Magistrate of the Gold Fields, Registrar of the Secretariat) may have to be filled up occasionally or altogether by men outside the regular list. The scale once duly sanctioned should not be arbitrarily altered. Any change which circumstances may suggest should receive the sanction of His Highness the Maharaja.

14. It will be seen that my proposals involve the admission of not less than four men into the service every two years, two by competition and two or more by special selection. I adopt that figure because, as will presently appear, it is the minimum number required for filling up the vacancies from various causes (such as death, retirement, promotion, long leave and special duty) that will have to be provided for in respect of the appointments enumerated in para 13. A detailed examination which I have caused to be made of the Civil Lists and of

the History of Services of Gazetted Officers from 1891 to 1905, (*vide* Statements A and B, not printed) supplies the following data on the point:—

Year	Number of vacancies by					Total number of vacancies
	Death	Retirement	Promotion	Long leave	Special duty	
1891 ...	...	...	1	...	1	2
1892 ...	1	1	...	...	6	8
1893 ...	1	1	...	3	2	7
1894 ...	...	2	1	1	1	5
1895 ...	2	4	3	1	...	10
1896 ...	...	3	...	2	2	7
1897 ...	1	2	2	1	1	7
1898 ...	...	2	2	...	4	8
1899 ...	...	5	2	...	5	12
1900 ...	1	2	1	2	1	7
1901 ...	...	4	1	3	1	9
1902 ...	2	6	2	2	1	13
1903 ...	...	1	3	2	...	6
1904 ...	2	1	3	2	4	12
1905 ...	1	4	1	3	2	11
Total ...	11	38	22	22	31	124*

* Or about 8 per year.

The above figures indicate that the average number of vacancies from all causes to be provided for every two years is 16, or from death, retirement and promotion alone 9, during the same period. The minimum number of admissions provided for by me is therefore considerably within the probable limit of vacancies. It will also be clear that the bulk of the appointments will go to the men selected from the subordinate grades. This is an additional reason for not interfering with the integrity of the original scheme for the admission of a small number of a superior class of men as civilians by competition.

15. The exact financial effect of the scheme will be examined in consultation with the Comptroller before it takes final shape. Meanwhile, in order to give a general idea of the cost, a comparative statement (Statement C) is put up showing the maximum cost under the existing scale and that under the new scheme.

16. Turning to the higher appointments available to members of the Civil Service, I may point out that the list given in para XI of the Order of 1st November 1891 requires revision as follows:—

8 Deputy Commissioners.
1 General and Revenue Secretary.
1 Muzrai Secretary (until this appointment is abolished).
1 Deputy Secretary.
3 District Judges.

To the above appointments both grades of officers, Assistants and Extra Assistants, will be eligible, if duly qualified; but in consideration of their superior qualifications, I would reserve not less than one-half of the higher appointments to officers recruited by competition.

17. Coming, lastly, to the three Civilian Assistant Commissioners whose representations were lately before Government, I would recommend that their cases and those of others who have reached the first class in Schedules A and B, may be dealt with in strict conformity with the proposals I have made in para 9. That is to say, such of them as have put in not less than eleven years in all in the grade of Assistant Commissioners, including two years in the first class, may, if found qualified for higher appointments, be promoted as Senior Assistant Commissioners, as vacancies arise in this grade, the number of appointments in which will, under my proposals, be fixed at eight. I reserve making specific recommendations in regard to individual officers, till the above scheme is finally sanctioned by His Highness the Maharaja.

COMPARATIVE

Maximum under the proposed scale

Department	Composition of officers		Pay	Allowance	Remarks
	No.	Designation			
			Rs.	Rs.	
General and Revenue Secretariat.	3	Assistant Secretaries ...	1,350	150	The original scale of allowances, *viz.*, Rs. 50 per mensem to be restored, instead of Rs. 75 for some, and Rs. 50 for others, and a special scale of pay without allowances for the rest, as at present.
	1	Assistant Secretary on duty with the Dewan	450	50	
	1	Private Secretary to the Dewan ...	450	50	
Revenue Department	20	Assistant Commissioners in charge of Divisions	9,000	...	Cost capable of reduction along with reduction in the number of Divisions.
	8	Treasury Assistant Commissioners ...	3,600	..	
	1	Huzur Treasury Officer	450	..	
	2	Assistant Commissioner Magistrates for Bangalore and Mysore Cities ...	900	...	
	1	Assistant to the Revenue Commissioner, Revenue Branch ...	450	...	
	1	Do for Agriculture and Statistics	450	...	
Excise Department...	8	Assistant Commissioners	3,600	...	Cost capable of considerable reduction.
	1	Head-quarter Assistant	450	...	
Survey Department..	5	Assistant Superintendents ...	2,250	525	Reduction possible after re-settlement operations are over.
Police Department ..	9	Superintendents ..	4,050	...	
	1	Head-quarter Assistant	450	...	
Judicial Department.	5	Sub-Judges ...	2,250	...	* On a change of incumbents it should be made a condition of the appointment that the Law Reports should be edited by the Registrar free of cost to Government. This will save Rs. 150 a month, now paid to separate Law Reporter.
	1	Registrar of the Chief Court ...	* 450	...	
Account Department.	4	Assistant Comptrollers	1,800	...	
	72				
Add.	2	Probationers ...	400	...	
	3	Extra Officers for acting appointments, casualties, special duty, etc.	750	...	
		Difference of pay for 8 Senior Assistant Commissioners at (600—450) or Rs. 150 ..	1,200	...	
	77	Total ...	34,750	775	= Rs. 35,525 †

† NOTE 1.—From this will have to be deducted possible reductions as shown above.

NOTE 2.—Also, as the increments of Assistant Commissioners will be less rapid than at present,

STATEMENT.

Maximum cost under the present scale (Civil List).

Department	Composition of officers		Pay	Allowance	Remarks
	No.	Designation			
			Rs.	Rs.	
General and Revenue Secretariat.	2	Assistant Secretaries ...	1,000	...	
		1 Do ..	...	50	Pay included under Assistant Commissioners, Schedule B, and Extra Assistant Commissioners.
		1 Do on duty with the Dewan ..	...	50	
		1 Private Secretary to the Dewan ..	...	50	
Revenue Department	5	Senior Assistants ...	3,000	...	
	7	Revenue Assistants, Schedule A ...	3,150	...	
	15	Revenue Assistants, Schedule B ...	6,750	...	Includes two Assistant Secretaries, Schedule B
	14	Extra Assistants (permanent) ...	6,300	...	Includes Private Secretary to Dewan.
	12	Extra Assistants (acting)	3,000	...	
	4	Extra Assistants on probation ...	800	...	
	1	Huzur Treasury Officer. .	700	...	Now of the status of a Deputy Commissioner.
Survey Department...	1	Special Assistant ...	600	135	
	1	Assistant Superintendent	450	...	
		3 Do do ...	...	415	Pay included under Assistant Commissioners Schedule B, and Extra Assistant Commissioners.
Police Department ...	2	Superintendents, 1st class, at Rs. 450 ...	900	...	
	3	Superintendents, 2nd class, at Rs. 350 ...	1,050	...	
	3	Assistant Superintendents, 1st class, at Rs. 300 ..	900	...	
	3	Assistant Superintendents, 2nd class, at Rs. 250 ..	750	...	
	3	Probationers at Rs. 100 rising to Rs. 200 ...	600	...	
Judicial Department	1	Sub-Judge at Rs. 600 ...	600	..	
	3	Sub-Judges at Rs. 500 ...	1,500	50	Allowance to Registrar for editing arrears of Law Reports.
	2	Sub-Judges at Rs. 450 .	900	...	
		1 Law Reporter ...	150	..	Separate office now maintained.
Account Department	1	Chief Assistant ...	450	...	
	3	Assistants (200-25-400)...	1,200	...	
	1	Probationer ...	150	...	
	87	Total ...	34,900	750	=Rs. 35,650,

the actual cost at any given time will be less than under the existing scale, other things being the same.

D

(2) *Note by the First Councillor, Mr. T. Ananda Rao, dated the 16th May 1906.*

(3) *Note by the Second Councillor, Mr. K. P. Puttanna Chetty, dated the 18th May 1906.*

(4) *Note by the Revenue Commissioner, Mr. A. Rangaswamiengar, dated the 25th May 1906.*

(5) *Note by the Comptroller, Mr. N. G. Basu, Rai Bahadur, dated the 26th May 1906.*

(6) *Note by the Dewan, dated the 1st June 1906.*

READ ALSO—*The following Note by the Dewan, dated the 28th June 1906, explanatory of the Mysore Civil Service Scheme :—*

Some misconception appears to exist in regard to the scheme that has been under the consideration of His Highness the Maharaja's Government for improving the system of recruitment for the higher grades of the service in Mysore. And, as a result, various mistaken statements have found currency regarding the object and scope of the measure and its effect upon the ultimate composition of the service.

The object of the scheme is simply to group the appointments corresponding to the grade of Assistant Commissioner in various allied Departments together on a general list, to fix once for all the cadre for these Departments, and to regularize and improve the modes of recruitment to the general service. Its aim is not, as alleged, to restrict admission to the Assistant Commissioners' grade to men entering by competition; but, on the contrary, while retaining the principle of admission by competition in regard to a smaller proportion of total appointments than before, it opens the higher grades of the service to practically all Departments of the State except those of a technical nature, and increases the chances of those who rise from the lower grades by fully 100 per cent. It at the same time leaves unaffected the prerogative of His Highness the Maharaja to select men in special cases on the ground of family or other considerations of fitness. The bulk of the admissions to the new Schedule B will be from the lower ranks of the service, and the remainder will include men chosen from some or all of the following classes :—

(1) Men selected on family considerations possessing also educational qualifications sufficient, in the opinion of His Highness the Maharaja, for nomination to the Civil Service.

(2) Mysoreans who have distinguished themselves in the competitive examination.

(3) Mohammadans or members of any other community in the Mysore State which may be insufficiently represented in the public service, provided they are graduates of an Indian or other University.

It is apparent therefore that the Mysorean will be a distinct gainer by the new arrangement as the subordinate grades are manned almost entirely by Mysoreans by birth or domicile.

Thus, under the Civil Service Scheme as originally sanctioned in 1891, for every two appointments by open competition there were two by nomination either from the subordinate grades or on family or other considerations. This was modified in 1896, so as to increase the proportion of appointments by competition from two to four, of which half were to go to the two successful candidates at the top of the list and half to Mysore candidates lower down in the list. The present idea is to retain the distinctive character of recruitment by competition and, while limiting admissions by competition to two, to increase the admissions by selection to an average of seven. The total number of appointments of all Departments grouped together on the general list being about 81, the competition men will appropriate not more than 18 places against 63 places reserved for purely local men.

The necessity for the occasional admixture of a superior class of recruits in the Assistant Commissioners' grade will not need explanation for those who have a direct knowledge of the personnel in that and the higher grades. It is only necessary to say that the experience of the last fifteen years has more than justified the expectations formed of the good results likely to ensue from a limited system of recruitment by competition; and that, on the whole, the competition man, whether Mysorean or otherwise, has shown himself decidedly superior not only to the man nominated on family or other considerations, but also, with few exceptions, to the man recruited from the lower ranks of the service.

In framing the new scheme, it has been considered undesirable to lower the standard of efficiency for candidates admitted by competition by going lower down than the first two in order of successful candidates; but there is nothing to prevent Mysore students competing, and, if possessed of the necessary attainments, securing one of the two places; as indeed happened in 1901. The fact that Mysore Government scholars have in successive years carried off guaranteed appointments in the Public Works Department in Bombay shows that the best Mysore candidates need not fear competition with those coming from the British Indian Provinces.

The present scheme does not take away the chances of Mysoreans who, while failing to secure the first or second places, have distinguished themselves in the competitive examination. It is still open to the Government to keep this principle in view in making nominations, the number of which has been considerably increased.

The increase by 100 per cent in the number to be appointed by selection is not the only advantage the Mysorean has under the new scheme. The pay of the different classes in the

Assistant Commissioners' grade will be the same both for competition men and for those nominated, and the higher grades will be thrown open to Extra Assistant Commissioners who form a considerable body now, but have practically no chance of rising to be Deputy Commissioners. District Judges or Heads of Departments. As against these decided advantages, the only point on which the men nominated and those selected from the lower grades are not on the same footing as competition men is, that whereas the latter rise to the highest class in the grade of Assistant Commissioners in 10 years, the men nominated or rising from the lower grades will reach it in 14 years or 4 years later. Even here it is only men nominated direct that will have to rise more slowly than the competition men. For those who are already in the service, and at the time of their admission into the Civil Service happen to be drawing salaries of Rs. 250, Rs. 300, or Rs. 350, as Amildars or Munsiffs, will, far from being in an unfavourable position, have a distinct advantage over the men admitted by competition, in that they will reach the highest class of their grade in one, four or seven years, as the case may be, sooner than the latter.

Even more than this advantage in favor of the Mysorean candidate is the fact that, under the new scheme, as already noticed, the officers of the Assistant Commissioners' grade now known as Extra Assistant Commissioners, who are recruited almost entirely from the subordinate grades, and are practically all Mysoreans (born or domiciled), will have a recognized status given to them, and be placed in a position of perfect equality with the Assistant Commissioners who enter by competition, when they reach the highest class of Assistant Commissioners. After reaching this highest class, the position of the two sets of officers will be exactly the same as regards promotion to higher grades, which will be made entirely on the ground of merit. Thus they will be equally eligible for appointments of Deputy Commissioners and District Judges, and other appointments, which are now virtually closed to Extra Assistant Commissioners.

To make the advantages of the new system clearer, it may be noted that men who have done good work in the ranks of Police Superintendents, Survey Superintendents and Excise Assistants, are all eligible to be made Deputy Commissioners and to be appointed to offices above that grade, from which, as remarked above, they are practically excluded now.

It should also be noted that, being admitted as members of the Civil Service, they will be entitled to the same favourable terms as the competition men in regard to pension.

No. 8964—FINL., DATED THE 28TH JUNE 1906.

ORDER THEREON.—His Highness the Maharaja has had under his consideration the whole subject of the recruitment of officers for the higher grades of the public service in Mysore, including the position and prospects of officers so recruited, and the cadres of the various Departments of the State. His Highness observes that it is necessary to place the matter on a definite and satisfactory basis, and to indicate in unmistakeable terms the principles that should govern recruitments and promotions in future; the more so because full effect has not been given in recent years to the scheme for the constitution of the Mysore Civil Service embodied in Government Order Camp No. 407-22, dated the 1st November 1891. That scheme, moreover, requires modifications in points of detail to suit the conditions of the present time. His Highness the Maharaja has, therefore, been pleased to lay down the following revised rules to regulate admissions to, and grading and promotions in, the Civil Service of Mysore, in supersession of all existing orders on the subject:—

I. The following officers shall constitute the Mysore Civil Service:—

Assistant Commissioners of the new A and B Schedules, including all officers of that grade working in the Revenue, Excise, Police, Survey, Judicial and Account Departments and in the Government Secretariats; Deputy Commissioners; District Judges; Deputy Secretary *; and General and Revenue Secretary.

* This appointment will not be filled up as long as the separate appointment of Muzrai Secretary is maintained.

II. All future admissions to the Mysore Civil Service shall be only in one of two ways, *viz.*:—

Firstly, into the new A Schedule by success at a competitive examination of candidates approved by His Highness the Maharaja; and

Secondly, into the new B Schedule by special selection made by His Highness the Maharaja,—